

EXHIBIT 7

PART 2

RIKK SALAMAT

<p style="text-align: right;">193</p> <p>1 the bottom end, from the middle end. They were --</p> <p>2 they were, all as I think I said here, in some -- in</p> <p>3 some way variations of the lists that were</p> <p>4 presented.</p> <p>5 Q And did you provide all the additional</p> <p>6 lists that were considered as part of your backup</p> <p>7 materials in this case?</p> <p>8 A It is quite possible they were. The</p> <p>9 backup materials had all of the lists that I ran</p> <p>10 through the software, so all the lists that were</p> <p>11 considered will be in those tables. There is many,</p> <p>12 you know, that I would have thought of, and said,</p> <p>13 what if I did this, what if I did that? You know, I</p> <p>14 made no record of them. I didn't bill them. I</p> <p>15 didn't run them through the software, but I compared</p> <p>16 them to, you know, the objectives that each of these</p> <p>17 lists was intended to meet, so --</p> <p>18 Q Were there any models that you</p> <p>19 conducted an analysis and considered that were not</p> <p>20 provided in the backup materials?</p> <p>21 A I don't believe so.</p> <p>22 Q You say in your report that you</p> <p>23 attributed approximately 5.1 million in damages to</p> <p>24 pilots whose actual income was greater than two</p> <p>25 standard deviations above the estimated average</p>	<p style="text-align: right;">195</p> <p>1 was earning more than two standard deviations above</p> <p>2 the average, which is -- which is, you know, puts</p> <p>3 them on the outside of what you would observe in the</p> <p>4 absence of any kind of bidding restriction, that you</p> <p>5 might consider that those pilots were also unable to</p> <p>6 benefit from additional seniority, and so I set that</p> <p>7 amount off separately and said that's -- that's</p> <p>8 \$5.1 million you could conceivably reduce the total</p> <p>9 amount of damages by. And that would be specific to</p> <p>10 an entire group of pilots. I don't believe it was</p> <p>11 done on a per-pilot basis. It was just an aggregate</p> <p>12 number that I -- I -- I calculated in order to</p> <p>13 determine what the amount of additional damages you</p> <p>14 would want to reduce by in order to potentially</p> <p>15 account for this protected position.</p> <p>16 Q Now, in your analysis, are you using</p> <p>17 this two standard deviations as a proxy for a cutoff</p> <p>18 above which pilots didn't have the ability to</p> <p>19 increase their earnings as a result of additional</p> <p>20 seniority?</p> <p>21 A It is rare to see someone above two</p> <p>22 standard deviations of the average at their point in</p> <p>23 a -- in a seniority list. You see people up to</p> <p>24 two-and-a-half, sometimes three. But two is a</p> <p>25 reasonable cutoff to say that additional --</p>
<p style="text-align: right;">194</p> <p>1 income at their alternative seniority number;</p> <p>2 correct?</p> <p>3 A Sorry. Which page are you on?</p> <p>4 Q That's on page 44.</p> <p>5 A That's correct. That's correct. Okay.</p> <p>6 That sounds --</p> <p>7 Q So that's in the middle of the page --</p> <p>8 A Yeah, I have it. Yes.</p> <p>9 Q Okay. And then you say, this amount</p> <p>10 represents the estimated monetary value of the loss</p> <p>11 of lifestyle under the Salamat model.</p> <p>12 Do you see that?</p> <p>13 A That's correct.</p> <p>14 Q Did you divide your damage analysis</p> <p>15 into one component that represented lifestyle losses</p> <p>16 and one component that represented monetary losses?</p> <p>17 A No, I did not. Losses are losses. The</p> <p>18 report was divided into future and -- and past</p> <p>19 losses. This section here goes back to what we were</p> <p>20 discussing some time ago about the impact on -- on</p> <p>21 pilots who were in protected positions. I talk</p> <p>22 about one way in which, you know, we wanted to</p> <p>23 account for the fact that they were in these</p> <p>24 protected positions out of seniority order.</p> <p>25 Another way would have been to say, if someone</p>	<p style="text-align: right;">196</p> <p>1 additional seniority might not have had any impact</p> <p>2 on that person because they are bidding so far above</p> <p>3 the average already that increasing their seniority</p> <p>4 might not have had any impact on them.</p> <p>5 Q And why --</p> <p>6 A They still would have had -- I'm sorry,</p> <p>7 I'm not quite done yet. We will have to go back to</p> <p>8 what I said originally, which is the farther</p> <p>9 above -- you know, if you are above the average</p> <p>10 income line, you are someone who has sacrificed</p> <p>11 lifestyle for income, so that's every single pilot</p> <p>12 on the list, or half of them are going to be above</p> <p>13 the line and half of them are going to be below the</p> <p>14 line. So there is no way that you can -- you can</p> <p>15 say, well, people have a lifestyle impact on one</p> <p>16 side without saying people have a lifestyle surplus</p> <p>17 on the other. So if you wanted to account for</p> <p>18 lifestyle, you would have to do it both ways and you</p> <p>19 would end up back in the middle again.</p> <p>20 I hope you understand that. I know I deal</p> <p>21 with this stuff kind of frequently, so it is very</p> <p>22 familiar to me. But in this case I did something</p> <p>23 that is a bit unusual, and I said, look, if we only</p> <p>24 take the people who are above two standard</p> <p>25 deviations and assume that they are so far above the</p>

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<p style="text-align: right;">197</p> <p>1 line that their protected position may -- the 2 lifestyle impact of that protected position needs to 3 be discounted in some way, this would be the 4 appropriate way to do it. 5 Q And why did you select two standard 6 deviations as your cutoff? 7 A As I said, it is very rare that you see 8 someone more than two-and-a-half standard deviations 9 above. Two standard deviations is not uncommon now. 10 It is very similar to what you see with people who 11 are overbidders. They are -- they are referred to 12 as, like, severe overbidders, or zero belows. You 13 often see them two standard deviations above the 14 average. And those are people who have willingly 15 sacrificed lifestyle in order to maximize their 16 income. So it is -- it's a reasonable cutoff point. 17 One standard deviation above the average would be 18 not uncommon. You know, most people who are on 19 reserve would be one standard deviation above the 20 average, so -- 21 Q Did you undertake any individualized 22 inquiry to assess whether, with the benefit of 23 additional seniority, the pilots on the list had the 24 ability to increase their earnings? 25 A I did. That's what I talked about</p>	<p style="text-align: right;">199</p> <p>1 compromised in terms of lifestyle, so you don't 2 have, you know, your optimal choice of base. You 3 don't have your optimal choice of schedule and so 4 on. So all the non-monetary forms of compensation 5 that go into pilot career earnings. 6 So, you know, when you move up the list, would 7 you increase your earnings? Again, we go right back 8 to the simple proposition that we don't know what 9 any pilot's going to do with more seniority. The 10 pilots themselves don't know what they are going to 11 do with more seniority. So you can't do it. All 12 you can do is say what is the value of a higher 13 seniority number given the way in which people on 14 average exercise their seniority at a higher 15 seniority number. 16 Q And you also don't know whether any 17 particular pilot with the benefit of additional 18 seniority would be able to improve their lifestyle; 19 correct? 20 A Sorry? I -- I know absolutely that 21 every pilot who's given more seniority will have 22 more choice and will have more options available to 23 them under -- under a seniority list that's open. 24 Now, if I increased somebody's seniority number one, 25 as you are talking on the Supplement CC list, I</p>
<p style="text-align: right;">198</p> <p>1 earlier when I said -- well, we do -- we did the 2 opposite. We said, would they be able to maintain 3 their earnings with additional seniority? Would 4 they have had sufficient seniority to hold their 5 same position? And -- and we went over that. Now, 6 your question is, would they have been able to 7 increase their earnings? 8 Q That's right. 9 A By what means, other than -- 10 Q Well, by bidding. 11 A Well, if you move higher up the 12 seniority list, and people have higher average 13 earnings for flying equipment, and you are still 14 permitted to fly, and the reasons for higher 15 earnings are better schedules, better hours, more 16 predominance of line holders versus reserve. So 17 there is no way in which they wouldn't be able to 18 increase their earnings if they were at that section 19 of the seniority list now relative to where they 20 were. 21 Now you are saying, you know, would their 22 actual income, their earnings have gone up? Now, 23 you can't say that because, again, you know, 24 earnings and lifestyle come hand in hand. So being 25 above the average in earnings means that you've been</p>	<p style="text-align: right;">200</p> <p>1 could have put them all at the top of the list, and 2 if they are still limited to St. Louis, then it 3 would have no impact whatsoever because they're --- 4 they're functioning in a separate universe. But all 5 of the damage models that I'm talking about have 6 them bidding openly within the American Airlines 7 system, and so they have the ability then to choose 8 lifestyle versus income at various places, and it is 9 never going to be the case that somebody is worse 10 off with more seniority. 11 Q But they could be no better off; 12 correct? 13 A Well, everyone -- you know, everyone 14 will be better off in some manner. It may be very 15 small by going up one number, but you are still one 16 number better off than you were before, and it may 17 have a very insignificant value, but it is a value. 18 Q Well, doesn't it also depend what that 19 person's preferences are? 20 A It depends what their preferences are 21 to some degree, but the thing is, with that 22 additional number, they can now outbid one person. 23 So if they choose, and this is the thing, if they 24 choose they want a schedule and they are just one 25 number away from holding it, it may have a muddled</p>

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<p style="text-align: right;">201</p> <p>1 effect in their income at that point. But that one 2 additional number may just mean that they are one 3 person closer to having a desired vacation schedule, 4 much harder to quantify, which is why we have to 5 take the average of how people exercise their 6 seniority. 7 Q And what if they're already doing 8 exactly what they want to do? They were flying the 9 route they wanted, the number of hours they have, 10 the domicile they want. How would additional 11 seniority add to their earnings or their lifestyle? 12 A The only person who would not benefit 13 from additional seniority is the guy that's at the 14 top of the list. Everybody else will be better off 15 with more seniority. It is -- it's impossible for 16 that not to be the case. 17 Q Can you explain to me how a person who 18 is doing exactly what they want, how their situation 19 would be improved by having additional seniority? 20 A When you say they are doing exactly 21 what they want, where are they sitting on the 22 seniority list? 23 Q It doesn't matter. They could be in 24 the middle -- 25 A All right. If they are number one on</p>	<p style="text-align: right;">203</p> <p>1 So you -- you could say the guy might not have done 2 anything any differently, but is he better off? 3 Absolutely. 4 Q And do you have a methodology for 5 monetizing the amount by which he is better off? 6 A Yeah. We look at the average income at 7 the 25 percent mark and compare it to the average 8 income in the 50 percent mark and say, on average, 9 people in that range of the seniority list earn 10 whatever. People above that line are sacrificing 11 lifestyle for income. And people below that line 12 are -- are sacrificing income for lifestyle. That's 13 kind of the heart of the damage calculation. 14 Q On page 38 of your report, going over 15 to 39, you discuss something you call a stovepipe 16 income line. 17 A That's right. 18 Q Do you recall that? 19 A Uh-huh. 20 Q And you describe in the last paragraph 21 on page 38 that a more detailed way to analyze the 22 effect of pilot choice is to compare pilots' actual 23 income to the maximum income each pilot could have 24 earned if every pilot was in the highest paying 25 position their seniority would allow. Figure 16</p>
<p style="text-align: right;">202</p> <p>1 the seniority list, then I would agree that 2 increasing their seniority would have no effect 3 whatsoever. So anybody else -- 4 Q Say they are 5,000 on the list but they 5 are doing exactly what they want. How would 6 additional seniority -- 7 A Well, do they have the choice of doing 8 anything else, number one? We have to -- someone 9 who has gone from doing exactly what they want at 10 50 percent of the list, do they have more choice at 11 25 percent of the list? So I'm saying now, instead 12 of being halfway down the list, they are 25 percent 13 of the way from the top. If you ask that person, 14 would it be of any value to you to be at 25 percent 15 on the list rather than 50, and they said no, they 16 are lying. Right? Because at 25 percent of the 17 list, they can choose anything they want above 18 between 50 percent and where they are. 19 So if there is a better schedule to be had, if 20 there is a month in which they don't have to sit 21 reserve, if they can get a better vacation, you 22 know, they will be better off at 25 percent than 23 50 percent. That's absolute. Now, if you say the 24 guy really just doesn't care, doesn't mean that 25 value has gone away. It just means he doesn't care.</p>	<p style="text-align: right;">204</p> <p>1 below, this maximum income frequently referred to as 2 stovepipe income is shown as the dashed line. Do 3 you see that? 4 A I do. 5 Q And then you go on to talk about pilots 6 whose income is above the line. So if the stovepipe 7 line is defined as the maximum income pilots could 8 earn if they had the highest paying position their 9 seniority would allow, how is it that pilots can 10 earn more than the stovepipe line? 11 A Well, for that line to be effective, 12 every pilot has to do it. If every pilot gets the 13 maximum their seniority would allow, that's how much 14 a pilot would earn. 15 Q And so you could be above the seniority 16 line because some people don't bid the maximum? 17 A Exactly. The only reason you can be 18 above the line is because someone has bid below the 19 line. 20 Q Now, on page 38 of your report, figure 21 15, you present a scatter plot for AMR top of scale 22 income. Do you see that? 23 A That's correct. 24 Q And you use a date of July 2003; 25 correct?</p>

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<p style="text-align: right;">205</p> <p>1 A Yes.</p> <p>2 Q Well, why do you use that date?</p> <p>3 A I'm -- I'm not sure why I chose that</p> <p>4 date in particular, since this was just a</p> <p>5 demonstrative to demonstrate what the linear trend</p> <p>6 was.</p> <p>7 I -- I can think of no reason why I picked</p> <p>8 that particular month.</p> <p>9 Q And above figure 15, you say, the gray</p> <p>10 dots plot each American Airline pilot according to</p> <p>11 their seniority and their monthly earnings as if</p> <p>12 they had 12 years of services in the month of</p> <p>13 July 2003. Do you see that?</p> <p>14 A Yes.</p> <p>15 Q And why do you make the assumption for</p> <p>16 purposes of this scatter plot that each pilot had 12</p> <p>17 years of service?</p> <p>18 A Well, the reason for that is that, if</p> <p>19 you were to say a pilot moving from, you know,</p> <p>20 number 10,000 on the list to number 4,000, what</p> <p>21 would the difference in that pilot's income be?</p> <p>22 Well, part of the difference in the pilot's income</p> <p>23 is going to depend on his length of service, and so</p> <p>24 that's specific to the particular pilot. So rather</p> <p>25 than -- so -- so rather than have a linear trend</p>	<p style="text-align: right;">207</p> <p>1 I don't know that I understand your question.</p> <p>2 Q I will give you an example.</p> <p>3 Would it be important in assessing the</p> <p>4 fairness of a seniority integration list to take</p> <p>5 into account any restriction -- any restrictions</p> <p>6 based on equipment?</p> <p>7 A Absolutely.</p> <p>8 Q And do you recognize that people can</p> <p>9 hold positions out of seniority order?</p> <p>10 A I do.</p> <p>11 Q Do you -- do you make assumptions in</p> <p>12 your analysis about whether there is the potential</p> <p>13 for pilots with higher seniority numbers to bump and</p> <p>14 flush more junior pilots?</p> <p>15 A I'm not sure I understand the question.</p> <p>16 How you would -- you assume that pilots are</p> <p>17 going to have impacts that are consistent with</p> <p>18 moving from one section of the list to the other.</p> <p>19 You know, being -- being bumped --</p> <p>20 Q Do you know what bump and flush means?</p> <p>21 A I -- I do, yes.</p> <p>22 Q And what does that mean?</p> <p>23 A It means the pilots are displaced by</p> <p>24 more senior pilots.</p> <p>25 Q Do you make any assumptions about</p>
<p style="text-align: right;">206</p> <p>1 based on the income of pilots as they actually are</p> <p>2 at those points, we treat everyone as if everyone is</p> <p>3 at the top of scale and then we adjust for each</p> <p>4 pilot's longevity when we do the final calculation.</p> <p>5 So we say people go from 10,000 -- you know,</p> <p>6 let's just say they are making \$50,000 a year at</p> <p>7 number 10,000, and -- and a hundred thousand a year</p> <p>8 at 40,000 -- at 4,000. I've lost myself. Let me</p> <p>9 pick some easier numbers.</p> <p>10 At the bottom of the list you make \$50,000 a</p> <p>11 year, and at the top of the list you make a hundred</p> <p>12 thousand dollars a year. A particular pilot may</p> <p>13 only be at the sixth year level, so he is not going</p> <p>14 to get a full \$50,000 increase by going from the</p> <p>15 bottom to the top, but that's particular to his</p> <p>16 length of service and not to the list itself. The</p> <p>17 difference in scale is still \$50,000, but you have</p> <p>18 to adjust for his particular length of service as a</p> <p>19 final calculation rather than as a calculation of</p> <p>20 the average.</p> <p>21 Q Would you agree that to assess the</p> <p>22 fairness of a seniority integration list that you</p> <p>23 have to take into account more than just the</p> <p>24 seniority numbers themselves?</p> <p>25 A To -- to -- yes. I -- I think -- I --</p>	<p style="text-align: right;">208</p> <p>1 whether there is the ability to bump and flush</p> <p>2 pilots under Supplement CC?</p> <p>3 A Under Supplement CC?</p> <p>4 Q Yes.</p> <p>5 A Well, given that the pilots were</p> <p>6 protected in St. Louis, they wouldn't be, but, you</p> <p>7 know, that's -- that's not part of the analysis, no.</p> <p>8 Q As you understand Supplement CC, does</p> <p>9 it allow for more senior pilots to bump and flush</p> <p>10 more junior pilots?</p> <p>11 A Not -- not in St. Louis, no.</p> <p>12 Q In your --</p> <p>13 A Not -- not captains in St. Louis.</p> <p>14 Q What about first officers?</p> <p>15 A I -- I only know the captains in</p> <p>16 St. Louis were protected. I mean, I don't know</p> <p>17 necessarily about first officer positions. They</p> <p>18 seem to be able to go outside of St. Louis in some</p> <p>19 way, so presumably they can be -- they can be bumped</p> <p>20 out of other bases.</p> <p>21 Q You don't know one way or the other?</p> <p>22 A I -- I don't believe TWA pilots could</p> <p>23 be bumped out of St. Louis.</p> <p>24 Q And in the models that you construct,</p> <p>25 are you assuming that more senior pilots would have</p>

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<p style="text-align: right;">209</p> <p>1 the ability to bump and flush more junior pilots?</p> <p>2 A Yes.</p> <p>3 Q And so are you assuming that the</p> <p>4 ability to bump and flush pilots would have been a</p> <p>5 component of any agreement between the TWA MEC and</p> <p>6 the APA?</p> <p>7 A I'm not sure I understand. Would --</p> <p>8 would the ability to bump and flush pilots out of</p> <p>9 St. Louis?</p> <p>10 Q Out of the positions they held prior to</p> <p>11 implementation of the seniority list.</p> <p>12 A Well, a no bump, no flush is generally</p> <p>13 a provision of seniority integrations. So, you</p> <p>14 know, pilots would be protected for some period of</p> <p>15 time by the -- the normal protections that the</p> <p>16 pilots have in seniority integration. So pilots can</p> <p>17 generally only be displaced after seniority</p> <p>18 integration if there is a result from some</p> <p>19 downsizing of the airline or -- or generally the</p> <p>20 language that you can't be displaced by reasons of</p> <p>21 seniority alone. So another pilot has to be</p> <p>22 themselves displaced before they can displace a</p> <p>23 pilot. And I assume that would be a normal part of</p> <p>24 an agreement because it is part of almost all of</p> <p>25 them.</p>	<p style="text-align: right;">211</p> <p>1 because off the top of my head, I can't remember</p> <p>2 exactly when we started.</p> <p>3 It would have been the point at which we</p> <p>4 started to -- which their employment with American</p> <p>5 Airlines started. I believe it would been</p> <p>6 April 2002, but we didn't have a merged seniority</p> <p>7 list from the APA themselves that preceded</p> <p>8 July 2002, so it is quite possible we began</p> <p>9 July 2002.</p> <p>10 Q And how did you select that start date?</p> <p>11 A Because that's when, roughly, when</p> <p>12 employment at American Airlines began and they were</p> <p>13 bidding in the same system as the American Airlines</p> <p>14 pilots.</p> <p>15 Q And do you calculate damages for any</p> <p>16 TWA pilots who were furloughed prior to their</p> <p>17 employment by American Airlines?</p> <p>18 A Only to the extent that those pilots</p> <p>19 would have not been below the furlough line under an</p> <p>20 alternative merge list. I don't know -- I don't</p> <p>21 know off the top of my head whether there were any</p> <p>22 such pilots. My expectation is that they were all</p> <p>23 sufficiently junior, that none of the modified lists</p> <p>24 would have seen them above the furlough line. So I</p> <p>25 would have to go and take a look at the data</p>
<p style="text-align: right;">210</p> <p>1 Q So for purposes of your alternative</p> <p>2 seniority integration lists, are you assuming that</p> <p>3 there is no bump, no flush protection?</p> <p>4 A I -- I don't know that I'm assuming</p> <p>5 either way.</p> <p>6 Q Your analysis doesn't get into that at</p> <p>7 all?</p> <p>8 A No. I -- I don't believe it does. It</p> <p>9 simply looks at the average income at various points</p> <p>10 on the list and assumes that people will move up or</p> <p>11 down according to where they are on the list.</p> <p>12 Can we take a short break?</p> <p>13 MR. TOAL: Sure. Go off the record.</p> <p>14 VIDEO SPECIALIST: The time is now 4:17</p> <p>15 and we are going off the video record.</p> <p>16 (Brief recess.)</p> <p>17 VIDEO SPECIALIST: The time is now 4:35</p> <p>18 and we are back on the video record.</p> <p>19 BY MR. TOAL:</p> <p>20 Q Mr. Salamat, in your analysis, when do</p> <p>21 you start calculating damages for TWA pilots?</p> <p>22 A I believe it's April -- no.</p> <p>23 Probably -- it is either April or July 2002.</p> <p>24 Q And how --</p> <p>25 A Hang on. Let me refer to the report</p>	<p style="text-align: right;">212</p> <p>1 specifically to answer your question accurately. I</p> <p>2 don't believe so, but I don't know.</p> <p>3 Q And in your analysis, do you attempt to</p> <p>4 deduct from your damage calculation any income that</p> <p>5 legacy TWA pilots earned at American Airlines?</p> <p>6 A I'm sorry. I'm not sure what you are</p> <p>7 referring to. Legacy.</p> <p>8 Q TWA -- pilots who used to work at TWA</p> <p>9 and are now employed by American Airlines. That's</p> <p>10 what I mean by legacy TWA pilots.</p> <p>11 A Weren't -- weren't they all legacy TWA</p> <p>12 pilots then?</p> <p>13 Q American -- well, I'm differentiating</p> <p>14 from American airline pilots, but --</p> <p>15 A Then I'm not sure who -- which -- which</p> <p>16 types of pilots you are talking about.</p> <p>17 Q For any of the pilots for whom you are</p> <p>18 calculating damages, did you make an effort to</p> <p>19 deduct from the damage calculations any amounts they</p> <p>20 earned at American Airline?</p> <p>21 A I -- I -- I'm not sure in what</p> <p>22 situation that would apply. Each pilot who was</p> <p>23 working at American Airlines at any given point in</p> <p>24 time, if they were working, I would have looked at</p> <p>25 the average income that their seniority cohort had</p>

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<p style="text-align: right;">213</p> <p>1 and compared that to the average income of the</p> <p>2 seniority cohort under a different seniority list.</p> <p>3 Their actual income doesn't -- doesn't come into the</p> <p>4 calculation unless, as I say it is, you know, it's</p> <p>5 -- it's taken into the account at two standard</p> <p>6 deviations above that we were talking about, or they</p> <p>7 were unable to hold that position with an increased</p> <p>8 seniority number. So -- the pilot's actual income</p> <p>9 is only -- only relevant for that.</p> <p>10 Q You use income at American Airlines at</p> <p>11 a number of places in your report; correct?</p> <p>12 A That's correct.</p> <p>13 Q And how did you calculate income at</p> <p>14 American Airlines?</p> <p>15 A We multiplied the number of hours they</p> <p>16 worked in a particular month by the pay rate at that</p> <p>17 date for that position.</p> <p>18 Q And did you do anything to assess</p> <p>19 whether that methodology for calculating income was</p> <p>20 consistent with W2 income for the TWA pilots?</p> <p>21 A W2 income was not available until</p> <p>22 considerably after the report was done, so no.</p> <p>23 Q And did you ever compare the</p> <p>24 differences between income in the way that you</p> <p>25 calculated it and the income based on W2</p>	<p style="text-align: right;">215</p> <p>1 Q And did you remove expected retirees?</p> <p>2 A By expected retirees, you mean --</p> <p>3 Q Did you make any assessment of the</p> <p>4 likelihood that people would retire before 65?</p> <p>5 A No, I did not.</p> <p>6 Q Do pilots, in your experience,</p> <p>7 sometimes retire before age 65?</p> <p>8 A They do.</p> <p>9 Q Did you take into account that pilots</p> <p>10 could be removed from the list if they died before</p> <p>11 reaching age 65?</p> <p>12 A No. The most conservative assumption</p> <p>13 you can have when estimating future impacts is that</p> <p>14 attrition is as low as possible, so you use the --</p> <p>15 the maximum age possible and you assume no medical</p> <p>16 or other type of attrition because that slows</p> <p>17 advancement opportunities and, therefore, you end up</p> <p>18 with the most conservative estimate of future</p> <p>19 impacts. So you wouldn't want to do any of those</p> <p>20 type. Now, if you wanted to have a more accurate</p> <p>21 and bigger number, you might consider that future</p> <p>22 opportunities would be considerably greater than the</p> <p>23 conservative assumptions would lead you to believe.</p> <p>24 But my interest was just coming up with the most</p> <p>25 conservative estimate, so I used age 65 and assumed</p>
<p style="text-align: right;">214</p> <p>1 information?</p> <p>2 A No.</p> <p>3 Q Is there a reason you didn't do that?</p> <p>4 A As I say, the W2 information didn't</p> <p>5 come until considerably after the report was</p> <p>6 finished. It might likely be a -- a step that we</p> <p>7 will undertake as we are going through and doing the</p> <p>8 analysis on mitigation because we now have it and</p> <p>9 it's possible to go back. We will likely compare</p> <p>10 what we calculated income should be to what American</p> <p>11 Airlines reported. And if there is any significant</p> <p>12 difference, we will account for it.</p> <p>13 Q And let me ask you to take a look at</p> <p>14 page 42 of your report.</p> <p>15 A Yes.</p> <p>16 Q Do you see at the bottom of the page,</p> <p>17 second sentence in the last paragraph you say, as</p> <p>18 there is no actual data past June 2012, the rolling</p> <p>19 average for the last month was used to estimate</p> <p>20 future impacts from July 2012 to June 2026.</p> <p>21 A That's correct.</p> <p>22 Q How did you go about creating your</p> <p>23 future seniority lists?</p> <p>24 A We removed pilots as they reached the</p> <p>25 age of 65 from the list.</p>	<p style="text-align: right;">216</p> <p>1 no other form of attrition.</p> <p>2 Q Well, if a TWA pilot had died before</p> <p>3 reaching age 65, that would reduce damages; right?</p> <p>4 A That's true.</p> <p>5 Q Or if a TWA pilot left the list for any</p> <p>6 other reason, that would reduce damages; right?</p> <p>7 A That's true.</p> <p>8 Q And you didn't make any of those</p> <p>9 adjustments?</p> <p>10 A No, I didn't.</p> <p>11 Q The next page, page 43, the first full</p> <p>12 paragraph, second sentence, you say, using the</p> <p>13 assumption that American Airlines will continue to</p> <p>14 look as it did in June 2012 until 2026 is almost</p> <p>15 certainly incorrect; right?</p> <p>16 A That's correct. That's incorrect.</p> <p>17 Well, yes. That's what it says, yes. Sorry. It's</p> <p>18 late.</p> <p>19 Q Did you do anything to try to test the</p> <p>20 likelihood that the way American Airlines looked in</p> <p>21 June of 2012 be consistent with the way American</p> <p>22 Airlines would look going forward?</p> <p>23 A There is -- there is no way to test</p> <p>24 that. There is several things you can do. You</p> <p>25 could -- you could put, for instance, American</p>

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<p style="text-align: right;">217</p> <p>1 Airlines, you know, fleet plans into the model to 2 assume what would happen with the number of jobs in 3 the future. But when you do that, then you need to 4 assume at what point they are going to retire fleet, 5 whether they were going to be expanding and growing 6 during that phase. 7 And so my next sentence after I say, you know, 8 American Airlines almost certainly will not look the 9 way it did in 2012, it is the one assumption that 10 requires no accompanying assumptions. So it is a 11 static forecast. Anything else would be 12 interesting, perhaps, but, you know, that assumption 13 is only as good as -- as what we know today. What 14 we know today is what the airline looks like and so 15 it is the safest thing to forecast on. 16 Q In your work analyzing the impact of 17 proposed seniority integration lists, have you ever 18 done analyses in which you've tried to take into 19 account projected fleet plans for the airlines? 20 A We do that for sensitivity analysis, to 21 say, okay, well, this is what will occur to the 22 pilots if the airline grows, if the airline shrinks, 23 so it has been done mostly in order to see whether 24 things like bidding restrictions work properly under 25 expansion and contraction scenarios. It is another</p>	<p style="text-align: right;">219</p> <p>1 would, you know, increase. I don't think I'd be 2 comfortable, you know, basing any future forecast of 3 damages on something like a fleet plan, which I know 4 almost always never work out the way they are going 5 to. So given that there is no justifiable 6 assumption other than the static forecast as of 7 today, I used a static forecast as of the latest 8 date that we had. 9 Q Do you have any information on what 10 American Airlines fleet plans are? 11 A I may have seen something in an -- in 12 an annual report or, you know, something that -- 13 that may have come across my desk in terms of them 14 having ordered aircraft. But beyond that, I -- 15 certainly nothing detailed that I got from a 16 company. Fleet plans are usually quite 17 confidential. 18 Q Do you have an understanding that 19 American Airlines has a new collective bargaining 20 agreement with its union, with its pilots' union? 21 A I am. 22 Q Have you reviewed that collective 23 bargaining agreement? 24 A I have not had a chance to review it. 25 Q And have you made any attempt to assess</p>
<p style="text-align: right;">218</p> <p>1 view of -- of, you know, examining potential future 2 impacts of a seniority merger. 3 Q Did you attempt an analysis in this 4 case in which you tried to adjust for American 5 Airline fleet plans? 6 A Early on there was such an attempt 7 made. 8 Q And did that have the effect of 9 increasing or reducing damages? 10 A Very little either way. I mean, if the 11 airline continued to grow, the -- the issue with 12 expansion and contraction scenarios is that you 13 assume what's going to expand or contract 14 regardless. And so the absolute income of everybody 15 might go up but the incremental difference or the 16 difference in income between the two scenarios only 17 changes marginally, maybe, you know, a fraction of a 18 percent. 19 So it doesn't really matter whether it expands 20 or contracts except in the instance of furlough 21 damages. If you assume that the airline is going to 22 grow rampantly over the next few years, then 23 furlough -- future furlough damages would be 24 forecasted to decrease. You know, if you assume the 25 airline is going to shrink, then future damages</p>	<p style="text-align: right;">220</p> <p>1 the manner in which the new collective bargaining 2 agreement would affect your damage analysis? 3 A Well, I may in the future. However, 4 again, that collective bargaining agreement would be 5 in place under every scenario regardless. So, I 6 mean, so if everyone's wages go from 100 to 125, you 7 know, we are going to be talking about a difference 8 between two higher numbers rather than two lower 9 numbers. And you might expect that damages will 10 increase by some small percentage because the 11 absolute numbers are higher. But, you know, I -- I 12 don't think it would make a marked difference in the 13 overall damage estimate. That said, I -- I don't 14 really know what the new pay scale is and it could 15 have steps in it that might make a difference for 16 the future. So it is not inconceivable that's -- 17 that's an area we might look at in the future. 18 Q You refer in your report to something 19 you call the replication principle. Do you recall 20 that? 21 A Yes, I do. 22 Q And what's the replication principle? 23 A It is a principle used by arbitrators 24 to estimate what the parties would have agreed to 25 had negotiations not broken down.</p>

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<p style="text-align: right;">221</p> <p>1 Q And do you rely on the replication 2 principle in your analysis? 3 A Well, I -- I rely on the philosophy of 4 it in estimating what would have been a probable -- 5 the most probable agreement between the pilots had 6 ALPA undertaken the actions that are outlined in the 7 report. Again, the replication assumes parties are 8 acting -- what parties acting reasonably would have 9 agreed to. So, you know, it is, I believe, a -- a 10 useful philosophical guide. Beyond that -- 11 Q Why does philosophy enter into your 12 damage analysis? 13 A Well, because an alternate philosophy 14 could be like, oh, it is just half the difference, 15 and let's assume that's what they would have agreed 16 to. It doesn't say anything more about why they 17 would have agreed at that point. The -- the 18 replication principle -- I mean, I'm not sure which 19 page I talked about it, but maybe if we went 20 there -- 21 Q It is referenced on at least page 14. 22 A Because this was -- it is a valuable 23 philosophical guide because I think in the first 24 sentence in -- in the quote from Star of Fortune 25 Gaming, it says, in applying the replication</p>	<p style="text-align: right;">223</p> <p>1 why this one in particular. It just seemed the most 2 succinct. It was the most succinct, comprehensive 3 description of the principle I could find. But the 4 principle is one I'm well aware of. 5 Q Okay. And the Star of Fortune Gaming 6 was a matter decided by the British Columbia 7 Arbitration Board; correct? 8 A I believe so. 9 Q That's a Canadian entity? 10 A It is. 11 Q Are you aware of any US court that has 12 endorsed the use of the replication principle in 13 trying to assess what agreement two parties would 14 have reached had circumstances been different? 15 A I'm not aware of its use in the US. 16 Q And in the Star of Fortune Gaming, that 17 wasn't a dispute between two unions; correct? 18 A That's correct. 19 Q And it wasn't a situation that had 20 anything to do with seniority arbitration; correct? 21 A That's correct. 22 Q And in Star of Fortune, the British 23 Columbia Board of Arbitration said that the 24 replication principle was appropriately used to 25 determine an initial collective bargaining</p>
<p style="text-align: right;">222</p> <p>1 principle, the arbitrator's objective is to 2 replicate or construct a collective agreement which 3 reflects as nearly as possible the agreement that 4 conventional bargaining between the parties would 5 have produced had they, themselves, been successful 6 in concluding a collective agreement. 7 And what that means is that the -- the items 8 that the parties have already brought to the table 9 form the context in which the agreement needs to be 10 or in which the arbitrator will decide the 11 agreement. And so, you know, alternative notions of 12 fairness or equity may or may not end up in it, 13 except to the extent that those illuminate what 14 reasonable parties would act like. So I think it is 15 a useful guide in assuming -- in -- in trying to 16 estimate where an agreement could have been reached. 17 Q And your source for the replication 18 principle is Star of Fortune Gaming Management Corp. 19 versus Teamsters Local 31; correct? 20 A Well, this is -- this is the -- the 21 most useful description of the replication principle 22 I can think of. It is extremely common in -- in 23 interest arbitrations that arbitrators will mention 24 replication of principle. This one is, I will call 25 it, it was one I found in my files. I'm not sure</p>	<p style="text-align: right;">224</p> <p>1 agreement; correct? 2 A In that case it was an initial 3 collectively bargaining agreement, yes. 4 Q And Star of Fortune, the British 5 Columbia Arbitration Board didn't endorse the use of 6 the replication principle in any other context; did 7 it? 8 A Well, they are speaking, you know, 9 throughout this passage generically about what 10 arbitrators do with the replication principle. So I 11 -- I think they are -- they are commenting on the 12 fact this -- it is used fairly widely and that their 13 use needs to be consistent with these others. So, 14 you know, I would assume they are endorsing its use 15 in other contexts, as well. However, arbitrators 16 try to overcome one serious flaw in this approach. 17 And, you know, so they are not speaking about its 18 use in this one particular case. 19 Q In the second paragraph of your block 20 quote from Star of Fortune on page 13, you say right 21 after the language that you read, that is, they, 22 referring to the arbitrators, do not simply want to 23 mirror any great imbalances of power between parties 24 in drafting the terms and conditions of employment. 25 Do you see that?</p>

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<p style="text-align: right;">225</p> <p>1 A I'm sorry. Where -- where are you?</p> <p>2 Q Page 13 of your report.</p> <p>3 A Oh, yes. I have it.</p> <p>4 Q Second paragraph in the block quote.</p> <p>5 A Uh-huh.</p> <p>6 Q Did you take this as an endorsement of</p> <p>7 the idea that in your application of the replication</p> <p>8 principle you should disregard power imbalances</p> <p>9 between the APA and the TWA MEC?</p> <p>10 A No, I did not.</p> <p>11 Q In attempting to estimate the seniority</p> <p>12 integration list that you believe the parties could</p> <p>13 have agreed to, did you take into account power</p> <p>14 imbalances between the TWA MEC and the APA?</p> <p>15 A I did.</p> <p>16 Q If it -- if it were established that at</p> <p>17 the time of the transaction between American</p> <p>18 Airlines and TWA that TWA was on the verge of</p> <p>19 liquidation, would that affect your analysis?</p> <p>20 A No, it wouldn't.</p> <p>21 Q Do you know whether the APA had a view</p> <p>22 about whether --</p> <p>23 A Well, sort of. Let me -- let me</p> <p>24 qualify that.</p> <p>25 When you say on the verge of liquidation, do</p>	<p style="text-align: right;">227</p> <p>1 argue that the result of ALPA's violation of its</p> <p>2 duty is that negotiations terminated prematurely.</p> <p>3 Do you see that?</p> <p>4 A I do.</p> <p>5 Q Is this an expert opinion that you were</p> <p>6 proposing to offer in this case?</p> <p>7 A It is a characterization of the impact</p> <p>8 that ALPA's actions had on the negotiating position</p> <p>9 of the TWA pilots. I -- I don't know whether I</p> <p>10 would need to characterize that as expert or not,</p> <p>11 but it's-- it's how I would characterize the impact</p> <p>12 of the breach on the TWA pilot's negotiating</p> <p>13 position.</p> <p>14 Q Is that an area in which you have</p> <p>15 expertise, determining whether negotiations ended</p> <p>16 prematurely?</p> <p>17 A Well, we know that ALPA's breach</p> <p>18 resulted in a poor seniority integration, so that</p> <p>19 much is given. So whether ALPA, not being in</p> <p>20 breach, presumably they would have arrived at that</p> <p>21 better seniority list through some negotiated means.</p> <p>22 Therefore, ergo, the -- the negotiations terminated</p> <p>23 prematurely as a result of a breach.</p> <p>24 So I don't -- I don't know that there is</p> <p>25 anything particularly outside of the facts being</p>
<p style="text-align: right;">226</p> <p>1 you mean that the airline had ceased to function,</p> <p>2 that the airline had ceased to operate and that</p> <p>3 pilots were -- were on the streets? Or on the verge</p> <p>4 of liquidation like they were in bad financial</p> <p>5 shape? Like different from the situation that they</p> <p>6 were in?</p> <p>7 Q I mean on the verge of liquidation as</p> <p>8 in the airline was expected to cease operation</p> <p>9 imminently absent the deal with American Airlines?</p> <p>10 A No, it wouldn't affect my analysis. If</p> <p>11 you told me they had ceased operations, it -- it</p> <p>12 might.</p> <p>13 Q Why is that, that even if TWA was on</p> <p>14 the verge of liquidation that it would have no</p> <p>15 impact on your analysis?</p> <p>16 A Because in other mergers where an</p> <p>17 airline was on the verge or even was, had ceased</p> <p>18 operations, it played only a marginal roll in the</p> <p>19 integration of the pilots.</p> <p>20 Q Take a look at page 14 of your report.</p> <p>21 A Yes.</p> <p>22 Q Do you see the paragraph that starts</p> <p>23 with in this case toward the top of the page?</p> <p>24 A Yes.</p> <p>25 Q Okay. You say, in this case I would</p>	<p style="text-align: right;">228</p> <p>1 argued here, but, you know, I certainly wouldn't say</p> <p>2 I'm an expert in knowing when negotiations have</p> <p>3 terminated prematurely. I just know that they</p> <p>4 didn't produce the more favorable seniority list</p> <p>5 that the TWA pilots should have had.</p> <p>6 Q Do you have an opinion on how much</p> <p>7 longer negotiations would have continued if ALPA had</p> <p>8 pursued all of the actions that you outline in your</p> <p>9 report?</p> <p>10 A Well, I -- I -- I don't know that</p> <p>11 prematurely necessarily means it would have gone on</p> <p>12 for longer. It could mean that the negotiations</p> <p>13 would have had gone on more intensively during the</p> <p>14 period that they did happen, and so, therefore, by,</p> <p>15 you know, the fall of 2001, the parties would be</p> <p>16 much closer together. So prematurely has to be</p> <p>17 taken in two ways. I mean, the parties had been</p> <p>18 moving together and then they stopped when</p> <p>19 Supplement CC was done. So prematurely merely means</p> <p>20 they couldn't continue to move together, which they</p> <p>21 would have had to have done in order for them to</p> <p>22 have obtained a better seniority list in the absence</p> <p>23 of the breach. So premature doesn't necessarily</p> <p>24 mean on that date, it stopped a month sooner than it</p> <p>25 should have otherwise. Premature just means before</p>

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<p style="text-align: right;">229</p> <p>1 it should have ended.</p> <p>2 Q But the APA wouldn't have had to</p> <p>3 continue to move closer to the TWA MEC in order to</p> <p>4 obtain the seniority integration list that it</p> <p>5 regarded as better; correct?</p> <p>6 A Sorry. I don't understand the</p> <p>7 question.</p> <p>8 The APA wouldn't have had to move towards --</p> <p>9 obviously, they would have had to move towards the</p> <p>10 better seniority list that the jury determined the</p> <p>11 pilots would have had absent ALPA's breach, so how</p> <p>12 else could we end up there if they -- they didn't</p> <p>13 agree to it.</p> <p>14 Q Well --</p> <p>15 A They had to move there.</p> <p>16 Q You have an understanding that the APA</p> <p>17 had the ability to impose a seniority integration</p> <p>18 list unilaterally; correct?</p> <p>19 MR. JACOBSON: Objection. Asked and</p> <p>20 answered.</p> <p>21 THE WITNESS: Some -- some ability to</p> <p>22 potentially do that, yes.</p> <p>23 BY MR. TOAL:</p> <p>24 Q Take a look at page 16 of your report.</p> <p>25 A Yes.</p>	<p style="text-align: right;">231</p> <p>1 Q And were they substantially different?</p> <p>2 A Northwest was paid significantly less</p> <p>3 than -- than Delta before the merger.</p> <p>4 Q And is it your testimony that in each</p> <p>5 of these transactions, that the arbitrator</p> <p>6 attributed negligible importance to differences in</p> <p>7 pay rates between the two airline pilot groups?</p> <p>8 A I've never observed a case where it was</p> <p>9 the case, and -- and this Nicolau award being in</p> <p>10 2007, he was around for quite some time, so I assume</p> <p>11 he is in a good position to know whether or not</p> <p>12 arbitrators have any -- exactly what he says here,</p> <p>13 that those differences had no real effect on the</p> <p>14 composition of the list. I have no reason to</p> <p>15 believe that that's an inaccurate statement.</p> <p>16 Q Okay. Okay. So you are relying upon</p> <p>17 the quote you have from George Nicolau --</p> <p>18 A Three mergers and George Nicolau's</p> <p>19 statement.</p> <p>20 Q Okay. But in this report you are</p> <p>21 relying expressly on the statement by George</p> <p>22 Nicolau; correct?</p> <p>23 A That's correct.</p> <p>24 Q And you say that George Nicolau said in</p> <p>25 prior cases where such differences in pay were</p>
<p style="text-align: right;">230</p> <p>1 Q So do you see at the end of the first</p> <p>2 paragraph you say, thus, income is in no way</p> <p>3 determinative of the value arbitrators put on pilot</p> <p>4 seniority relative to pilots of a different airline?</p> <p>5 A Yes.</p> <p>6 Q And what's your basis for making that</p> <p>7 statement?</p> <p>8 A The -- the statement above, first of</p> <p>9 all, and the three mergers that I've been involved</p> <p>10 in where the pilots of one airline or the other were</p> <p>11 all earning less than the pilots of the other</p> <p>12 airline, and that difference in their</p> <p>13 pre-transaction earnings playing absolutely no role</p> <p>14 in how the pilots were merged. I think George</p> <p>15 Nicolau's line there where he says, in prior cases,</p> <p>16 where such differences in pay were greater than they</p> <p>17 are here, those differences had no real effect on</p> <p>18 the composition of a list, and they didn't in that</p> <p>19 merger, and I presume he is referring to all the</p> <p>20 other mergers where differences in income had no</p> <p>21 role in the composition of the list.</p> <p>22 Q And is it your -- first of all, in the</p> <p>23 Northwest/Delta transaction, do those pilot groups</p> <p>24 have different pay rates?</p> <p>25 A Yes.</p>	<p style="text-align: right;">232</p> <p>1 greater than they are here, those differences had no</p> <p>2 real effect on the composition of the list; correct?</p> <p>3 A That's correct.</p> <p>4 Q And did you understand that to be</p> <p>5 Mr. Nicolau's ruling in that case?</p> <p>6 A I'm sorry. What do you mean, his</p> <p>7 ruling? That was in the award. So that was his</p> <p>8 ruling.</p> <p>9 Q Did you understand that to be a</p> <p>10 position that he was endorsing?</p> <p>11 A I did understand that to be a position</p> <p>12 he was endorsing.</p> <p>13 Q And did you read the arbitration</p> <p>14 decision that Mr. Nicolau issued in its entirety?</p> <p>15 A I did.</p> <p>16 (Salamat-15 Arbitration decision of</p> <p>17 George Nicolau marked for identification.)</p> <p>18 MR. TOAL: I'm going to mark the award.</p> <p>19 I'm going to mark as Salamat Exhibit-15, a copy of</p> <p>20 the opinion and award in the Pilots of US Airways</p> <p>21 versus the Pilots of America West Airlines, Inc.</p> <p>22 BY MR. TOAL:</p> <p>23 Q You let me know this is a document</p> <p>24 you've seen before.</p> <p>25 A It is.</p>

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<p style="text-align: right;">233</p> <p>1 Q And do you recognize this as the</p> <p>2 arbitration award from George Nicolau that you</p> <p>3 reference in your report?</p> <p>4 A Yes.</p> <p>5 Q And this is a matter that you worked</p> <p>6 on; correct?</p> <p>7 A That's correct.</p> <p>8 Q And turn your attention to page 12 of</p> <p>9 this document.</p> <p>10 A Yes.</p> <p>11 Q Okay. So do you see in the first</p> <p>12 paragraph, approximately the middle it says,</p> <p>13 further, in prior cases where such differences in</p> <p>14 pay were larger than here, those differences had no</p> <p>15 real effect on the composition of the list.</p> <p>16 A I'm sorry. I'm -- I'm looking for it.</p> <p>17 Yeah. Where are we?</p> <p>18 Q It's the first paragraph on page</p> <p>19 twelve.</p> <p>20 A Yes.</p> <p>21 Q The middle of that paragraph, it starts</p> <p>22 with the word furthermore.</p> <p>23 A Okay. Yes.</p> <p>24 Q Okay. So this is the language that you</p> <p>25 are quoting in your report; correct?</p>	<p style="text-align: right;">235</p> <p>1 they should be placed significantly higher on the</p> <p>2 seniority list than, in fact, they ended up being.</p> <p>3 Mr. Nicolau, in the end, treated those positions</p> <p>4 identically in his construction of the list. So I</p> <p>5 believe that he accepted this proposition when he</p> <p>6 didn't accept the America West position on how the</p> <p>7 position -- how the pilots should be placed relative</p> <p>8 to the US Airways pilots.</p> <p>9 Q Okay. Well, let's take a look at what</p> <p>10 Mr. Nicolau said about that. So do you see that</p> <p>11 Mr. Nicolau's discussion and analysis begins on page</p> <p>12 19?</p> <p>13 A Yes.</p> <p>14 Q Okay. Do you see there is a block</p> <p>15 quote on page 19?</p> <p>16 A Uh-huh.</p> <p>17 Q And in the block quote Mr. Nicolau</p> <p>18 says, there are four basic lessons to be learned</p> <p>19 from those submissions. And number one, that each</p> <p>20 case turns on its own facts.</p> <p>21 Do you see that?</p> <p>22 A I do.</p> <p>23 Q And do you agree with that proposition,</p> <p>24 that with respect to seniority integration, each</p> <p>25 case turns on its own facts?</p>
<p style="text-align: right;">234</p> <p>1 A That's correct.</p> <p>2 Q And do you notice that this is in a</p> <p>3 section of this document starting on page eight</p> <p>4 that's entitled, the US Airways Proposal?</p> <p>5 A I believe so, yes.</p> <p>6 Q And this is a description that</p> <p>7 Mr. Nicolau is offering of US Airways' position;</p> <p>8 correct?</p> <p>9 MR. JACOBSON: Object to the form of</p> <p>10 the question. Misstates the record evidence.</p> <p>11 THE WITNESS: I believe that's correct,</p> <p>12 yes.</p> <p>13 BY MR. TOAL:</p> <p>14 Q And so this is not a reflection of</p> <p>15 Mr. Nicolau's view concerning the effects of the pay</p> <p>16 differences; is it?</p> <p>17 A I believe this does reflect</p> <p>18 Mr. Nicolau's view on the difference in pay,</p> <p>19 particularly because we have to look at how the</p> <p>20 America West pilots had argued the groups should be</p> <p>21 put together, and he expressly didn't do it in that</p> <p>22 manner. The America West pilots believed that</p> <p>23 because they were getting paid more on the</p> <p>24 narrow-body aircraft, which was the large part of</p> <p>25 their -- the large part of the US Airways fleet,</p>	<p style="text-align: right;">236</p> <p>1 A I do.</p> <p>2 Q And then take a look at page 24 of</p> <p>3 Mr. Nicolau's decision.</p> <p>4 A I have it.</p> <p>5 Q Do you see in the second full</p> <p>6 paragraph, Mr. Nicolau says, of considerable</p> <p>7 importance is the question of career expectations?</p> <p>8 A I have it.</p> <p>9 Q And do you agree with that proposition,</p> <p>10 that career expectations are of considerable</p> <p>11 importance in seniority integration?</p> <p>12 A I do. By some -- by some definition.</p> <p>13 I mean, he says of considerable importance. There's</p> <p>14 a question of career expectations, and generally</p> <p>15 that would be qualified by legitimate career</p> <p>16 expectations. So assuming that's what he meant in</p> <p>17 that sentence, I would -- I would certainly agree</p> <p>18 that that's true.</p> <p>19 Q And do you recall that in assessing</p> <p>20 career expectations that Mr. Nicolau took into</p> <p>21 account the financial conditions of both carriers?</p> <p>22 A Yes. He did.</p> <p>23 Q Okay. And if you take a look at page</p> <p>24 25 of Mr. Nicolau's decision.</p> <p>25 A Yes.</p>

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<p style="text-align: right;">237</p> <p>1 Q Do you see in the first full paragraph, 2 about halfway down, he says, yet it cannot be 3 disputed that there were differences in the 4 financial condition of both carriers, and that US 5 Airways was the weaker. This necessarily means that 6 career expectations differed, and that US Airways 7 pilots had more to gain from the merger than their 8 new colleagues. 9 Do you see that? 10 A I do. 11 Q And Mr. Nicolau in this decision took 12 into account that US Airways was in weaker financial 13 condition than America West; correct? 14 MR. JACOBSON: Objection. Misstates 15 what you just read. 16 THE WITNESS: Sorry. Can you repeat 17 the question? 18 BY MR. TOAL: 19 Q Yeah. The question is, in this 20 decision Mr. Nicolau took into account that US 21 Airways was in weaker financial condition than 22 America West; isn't that right? 23 A Yes, that's true. 24 Q And in the next paragraph of his 25 decision, do you see that it says, gains also came</p>	<p style="text-align: right;">239</p> <p>1 VIDEO SPECIALIST: The time is now 5:18 2 and we are going off the video record. 3 MR. TOAL: Break for the day. 4 The deposition concluded at 5:18 p.m. 5 ***** 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25</p>
<p style="text-align: right;">238</p> <p>1 in other ways. If the US Airways pilots argue that 2 the collective bargaining agreements are comparable, 3 that is not the case. In pay, the America West 4 contract is better for comparable aircraft except 5 for the B757. 6 Do you see that? 7 A I do. 8 Q And that's also something that 9 Mr. Nicolau took into consideration in his decision; 10 correct? 11 A It is. 12 Q And further down in that same 13 paragraph, do you see where Mr. Nicolau says, the 14 bulk of the fleet, 81 percent, is comprised of the 15 292 A320s and B737s, where America West's higher 16 rates even without increases that a combined 17 contract may bring, will result in a collective 18 benefit to US Airways pilots of 23 million a year? 19 Do you see that? 20 A I do. 21 Q And that's also something Mr. Nicolau 22 took into account in his seniority integration 23 decision in this case; correct? 24 A Yes, something he considered, yes. 25 MR. TOAL: Can we go off the record?</p>	<p style="text-align: right;">240</p> <p style="text-align: center;">CERTIFICATION STATE OF NEW JERSEY SS. COUNTY OF GLOUCESTER I, Jean B. Delaney, a Certified Shorthand Reporter and Notary Public of the State of New Jersey, do hereby certify that I reported the deposition in the above-captioned matter; that the said witness was duly sworn by me; that the reading and signing of the deposition were waived by said witness and by counsel for the respective parties; that the foregoing is a true and correct transcript of the stenographic notes of testimony taken by me in the above-captioned matter. I further certify that I am not an attorney or counsel for any of the parties, nor a relative or employee of any attorney or counsel connected with the action, nor financially interested in the action.</p> <p style="text-align: right;">Jean B. Delaney, CSR #XIO1556 Notary Public #2044912 Exp. 6/19/13 Dated: January 31, 2013 DEGNAN & BATEMAN, INC.</p>

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